

Company Registration Number: 08872579 (England & Wales)

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members

J Balmer
J Haswell
T Holliday
S McCormac (resigned 31 July 2020)

Governors

L Anker, Chair of Governors
R Ayling (appointed 14 September 2019)
K De Souza
E Farnden
R Jenkin (appointed 3 October 2019)
S McCormac (resigned 31 July 2020)
F Qadir
J Randhawa (appointed 26 September 2019)
G Sadd
S Seymour
N Stevens
T Vikatos
T Vostanis (appointed 9 November 2020)
S Walker (appointed 9 November 2020)

Company registered number

08872579

Company name

Forest Bridge School Ltd

Principal and registered office

Chiltern Road
Maidenhead
Berkshire
SL6 1XA

Senior management team

E Farnden, Headteacher
S Tirella, Head Behaviour Analyst
J O'Hallarn, ABA Supervisor
K Rizos, ABA Supervisor
P Brocas, Secondary Phase Leader
D Gale Page, Deputy Head
N McGarry, Head of Operations

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Independent auditors

James Cowper Kreston
Chartered Accountants
Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

Bankers

Barclays Bank PLC
19 High Street
Ascot
Berkshire
SL5 7JG

Solicitors

Stone King
Boundary House
91 Charterhouse Street
London
EC1M 6HR

FOREST BRIDGE SCHOOL LTD
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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Governors present their annual report together with the audited financial statements of the Forest Bridge School ('the Academy' or 'the charitable company') for the period 31 August 2020.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

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

The Academy, which was incorporated on the 3rd of February 2014 and opened as an Academy on the 3rd of September 2015, 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.

The Governors act as the Trustees for the charitable activities of the Academy and are also the directors of the charitable company for the purposes of company law.

Details of the Governors who served throughout the period, except as noted, are included in the Governance Statement of this report.

The trust operates a special academy in Maidenhead. The academy had a PAN of 72 and had a roll of 82 in the school census in October 2020.

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 they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10.00, for the debts and liabilities contracted before they ceased to be a member.

Governors' Indemnities

The Governors benefit from indemnity insurance purchased by the Academy to cover the liability of the Governors arising from negligent acts, errors or commissions occurring whilst on Academy business. The limit of this indemnity is £10,000,000.

Principal Activities

The principal activity of the Academy is to advance for the public benefit by establishing, maintaining, carrying on, managing and developing an all through special school offering a broad and balanced curriculum and specialising in education for pupils with a primary diagnosis of autism.

Method of Recruitment and Appointment or Election of Governors

The Academy shall have the following Governors as set out in its Articles of Association and Funding Agreement:

- up to 8 Governors who are appointed by the Members.
- up to 2 Parent Governors who are elected by the parents of registered pupils at the Academy.
- up to 1 Staff Governor appointed by the Members (provided that the total number of Governors, including the Headteacher, who are employees of the Academy, does not exceed one third of the total number of Governors).
- the Headteacher who is treated for all purposes as being an ex-officio Governor.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Method of Recruitment and Appointment or Election of Governors (continued)

Governors are appointed for a 4-year period, except that this time limit does not apply to the Headteacher. Subject to remaining eligible to be a particular type of Governor, any Governors can be re-appointed or re-elected.

When appointing new Governors, the Governing Body will consider the skills and experience mix of existing Governors to ensure the Governing Body has the necessary skills to contribute fully to the Academy's development.

Policies and Procedures Adopted for the Induction and Training of Governors

The training and induction provided for new Governors will depend upon their existing experience but would always include a tour of the Academy and a chance to meet staff and pupils. All Governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents they will need to undertake their role as Governors. As there are normally only two or three new Governors a year, induction tends to be conducted informally and is tailored specifically to the individual. Advantage is taken of specific courses offered by various other organisations as appropriate.

Governor training is organised each year which includes training sessions to keep the Governors updated on relevant developments impacting on their roles and responsibilities. New Governors can undertake e-learning courses, National Governor Association training, and local authority training courses. All Governors receive regular National Governor Association updates.

Organisational Structure

The Governing Body normally meets once each long term. The Governing Body establishes an overall framework for the governance of the Academy and determines membership, terms of reference and procedures of Committees of the Governing Body and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings. The Governing Body may from time to time establish working groups to perform specific tasks over a limited timescale.

There are 4 Committees of the Governing Body as follows:

- Quality of Education
- Resources
- Pupil Behaviour and Welfare
- Audit

Each Committee has its own terms of reference detailing the responsibilities discharged to it.

The following decisions are reserved to the full Governing Body:

- to consider any proposals for changes to the status or constitution of the Academy and its committee structure
- to appoint or remove the Chair and / or Vice Chair
- to appoint and / or consider the performance management of the Headteacher
- to appoint the Company Secretary.

The Governors are responsible for setting general policy, adopting an annual development plan and budget, approving the annual statutory accounts, monitoring the Academy by the use of budgets and other data, and making the major decisions about the direction of the Academy, capital expenditure and staff appointments.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Organisational Structure (continued)

The Governors have devolved the day-to-day management of the Academy to the Headteacher and the Senior Leadership Team ('SLT'). The SLT comprises the Headteacher, Deputy Headteacher, Head Behaviour Analyst, Head of Operations, two ABA supervisors with leadership responsibilities and the Senior Phase Leader. The SLT implement the policies laid down by the Governors and report back to them on performance.

Arrangements for setting pay and remuneration of key management personnel

Details of the Trust arrangements for setting pay and remuneration of key management personnel are provided in our policies entitled Teachers' Pay Policy and Support Staff Pay Policy.

Trade union facility time & Relevant union officials

<i>Number of employees who were relevant union officials during the relevant period</i>	<i>Full-time equivalent employee number</i>
0	0

Related Parties and other Connected Charities and Organisations

There are no related parties which either control or significantly influence the decisions and operations of the Academy. There are no sponsors or formal Parent Teacher Associations associated with the Academy.

The Academy cooperates with and benefits from the charitable activities of The Friends of Forest Bridge, registered charity number 1160245 whose first objective is to advance the education of pupils at the Academy by providing or assisting in the provision of specialist education facilities not required to be provided by the EFSA and/or Local Authority. Further details on this relationship are provided later in this report.

OBJECTIVES AND ACTIVITIES

Objects and Aims

The principal objects of the Academy, as set out in its Articles of Association, are to:

- advance for the public benefit education in the United Kingdom, but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school, offering a broad and balanced curriculum; and
- promote for the benefit of the inhabitants of Royal Borough of Windsor and Maidenhead and the surrounding area the provision of facilities for recreation or other leisure time, occupation of individuals who have need of such facilities by reason of their youth, age, infirmity, disablement, financial hardship or social and economic circumstances for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

The specific aims of the Academy during the period ended 31 August 2020 are summarised below:

- To adopt and implement a new finance system to ensure increased accuracy and management of financial reporting.
- To develop and implement an action plan for opening the new premise
- To ensure the curriculum intent is personalised and clearly defined by the unique needs of each pupil.
- To ensure the impact on the personalised education demonstrates good or better attainment and progress across curriculum areas.
- To develop and embed appropriate work experience opportunity across all secondary cohorts.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Objectives, Strategies and Activities

The key priorities for the period are contained in the Academy's Development Plan which is available from the Headteacher.

The main activities of the Academy for the period ended 31 August 2020 were as follows:

Leadership and Management

- To adopt and implement a new finance system to ensure increased accuracy and management of financial reporting
- To ensure high levels of involvement and engagement from all stakeholders.
- To develop and implement an action plan for opening the New School premise.

Quality of Education

- To ensure the curriculum intent is personalised and clearly defined by the unique needs of each pupil.
- Provide training to enable staff to confidently implement and assess the curriculum to a good or better standard for each pupil.
- To ensure the impact on the personalised education will demonstrate good or better attainment and progress across curriculum areas for all pupils

Behaviour and Attitudes

- To insure best practices and quality assurance for pupil human rights.
- To improve pupil attitudes towards learning.

Personal Development

- To embed and celebrate pupil achievements more frequently and in various ways to all stakeholders.
- To develop and embed appropriate work experience opportunities across all secondary cohorts.

In addition to the above, the management of the pandemic became the key focus from March 20'. This included completion of and training in of a comprehensive risk assessment, remaining open for key worker pupils and our most vulnerable pupils throughout the Easter break, Spring 2 and Summer 1. The Academy opened to more pupils in June and prepared for full opening in September 2020.

Public Benefit

The Governors confirm that they have complied with the requirement in the Charities Act 2011 to have due regard to the Charity Commission general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

The Academy aims to advance for the public benefit education in the Royal Borough of Windsor and Maidenhead and the surrounding area, offering a broad curriculum.

The Academy also allows use of its facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of that community.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Going Concern

After making appropriate enquiries, the Board of Governors, including all Committees, has a reasonable expectation that the Academy 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 Accounting Policies note of the financial statements. The impact of COVID-19 did not have an impact on the Academy's ability to operate as a going concern during the period of this report.

STRATEGIC REPORT

The Academy has continued to work on the priorities set out in Autumn 2019, as approved by the Governing Body alongside the significant management of the impact of the Corona Virus pandemic.

The Academy is in its sixth period of operation since conversion on 3rd of February 2014.

The total number of pupils in the period ended 31 August 2020 was 80, but this has increased to 82 at the October 2020 census date, due to the continued demand for places at the Academy.

The Academy is committed to continual improvement, which is achieved in several ways, including improvement planning, review meetings, continual professional development, lesson observations, performance management, self-evaluation, data analysis and action planning.

The achievements and performance of the Academy during the period ended 31 August 2020 were as follows:

- External validations in the Autumn term continued to recognise the good provision provided to pupils on a personalised basis
- At the February data point, most pupils were making good or outstanding progress
- We had high demand for places and ended the year over capacity
- We recruited dedicated and committed staff
- Our governing body is well-balanced, with enthusiasm for the school and a good skill mix, including educational, financial, marketing, project management, ICT, HR and fundraising expertise
- The introduction of a Behaviour & Welfare committee enables us to monitor pupil progress more closely in these areas
- We implemented a robust risk assessment and successfully and safely kept the school open during the pandemic
- We successfully responded to the need to support pupils and families with home learning materials and online learning programmes
- We successfully improved financial systems and management reporting
- We prepared and rolled out a new Forest Bridge School Curriculum (FBSC) and assessment tool for September 2020.
- Our first group of pupil leavers all had destinations secured prior to the end of the school year
- The new building critical path analysis stayed on plan and the building will be handed over on time

The key financial policies reviewed and adopted during the period included the Financial Procedures Policies and Manual, which lays out the framework for the Academy's financial management, including financial responsibilities of the Governing Body, Headteacher, managers, budget holders and other staff, as well as the delegated authorities for spending. The other financial policies reviewed and adopted during the period included Charges and Lettings, Asset Management, and Insurance.

The School uses various financial instruments including cash and items such as trade debtors and trade creditors that arise directly from its operations.

The existence of these financial instruments exposes the school to some financial risks which are described in more detail below.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

STRATEGIC REPORT (continued)

The main risks arising from the financial statements are cash flow, interest rate risk and credit risk. The school seeks to manage financial risk by ensuring sufficient liquidity is available to meet foreseeable needs and to invest cash assets safely and profitably. The school seeks to manage its cash reserves to ensure liabilities are settled as they fall due.

FINANCIAL REVIEW

The majority of the Academy's income is received from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the period ended 31 August 2020 and the associated expenditure of these grants are shown as Restricted Funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE and other organisations and funders and these are shown as Restricted Fixed Asset Funds in the Statement of Financial Activities. The balance of the Restricted Fixed Asset fund is reduced by the depreciation charges on the assets acquired using these funds.

During the period ended 31 August 2020, the total expenditure of £3,443,060 was covered by the recurrent grant funding from the DfE, together with top-up funding from local authorities and other incoming resources. The excess of incoming resources over total expenditure for the period was (£602,259) due mainly to movements on the defined benefit pension scheme resulting in expenditure of £272,000 and actuarial losses of £447,000.

The fixed assets held by the Academy are used exclusively for providing education and associated support services to the pupils of the Academy.

The balance of total funds held at 31 August 2020 were (£1,064,312) (2019: (£462,053)) which comprised of the following:

	2020	2019
Restricted Funds (excluding Pension Liability)	177,898	57,757
Restricted Pension Liability Fund	(1,411,000)	(692,000)
Restricted Fixed Asset Fund	118,348	137,691
Unrestricted Funds	50,442	34,499

During the year there were some financial impacts because of Covid-19. We experienced significant expenditure to operate in line with all DfE guidance and additional PPE precautions taken given the nature of our pupils and the environment at Forest Bridge School. However, due to reduced expenditure in other overhead areas the overall budget was not negatively impacted.

Key Financial Performance Indicators

Funding

Although the Academy's Funding Agreement is not subject to a specific carry forward limit on the amount of GAG funding, the main financial performance indicator is the level of reserves held at the balance sheet date and, in particular, the amount of GAG funding carried forward at the balance sheet date. At 31 August 2020, the balance of the GAG Restricted Fund was £177,898, which is after a transfer of £11,047 to the Restricted Fixed Asset Fund to fund capital expenditure during the period.

Pupil Numbers

As most of the Academy's funding is based on pupil numbers, pupil numbers are also a key performance indicator. As noted above, pupil numbers at the most recent census were 82 which is an increase of 9 pupils or 12% from the previous census.

As a result, the ratio of GAG funding per pupil was £7,327 for the period.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Key Financial Performance Indicators (continued)

Staffing Costs

Staffing costs are another key performance indicator for the Academy and the percentage of total staff costs to GAG funding for the period was 492.9%, while the percentage of staff costs to total costs was 86.0%

Reserves Policy

The Governors review the reserve levels of the Academy annually. This review encompasses the nature of the income and expenditure streams, the need to match income with commitments and the nature of reserves. The Governors also take into consideration the future plans of the Academy, the uncertainty over future income streams and other key risks identified during the risk review.

The Governors have determined that the appropriate level of free cash reserves should be approximately 2% of total incoming resources. The reason for this is to provide sufficient working capital to cover delays between spending and receipts of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance.

The Academy's current level of reserves (defined as restricted general funds, excluding pension reserve, plus the balance on unrestricted funds) is £228,340 (2019: £92,256) of which £50,442 (2019: £34,499) is free reserves (that is, total funds less the amount held in fixed assets and restricted funds).

The current level of reserves is marginally less than our target level of free cash reserves. Appropriate steps continue to be taken to increase the free cash reserves. The steps include managing top up fees and as we move into our new build there should be a reduction in overhead costs.

Investment Policy

All funds surplus to immediate requirements are invested to optimal effect by the Academy with the objective of ensuring maximum return on assets invested but with minimal risk.

On a daily basis this is achieved by automatic transfer of surplus funds to an overnight deposit account with the Academy's principal bankers.

Principal Risks and Uncertainties

The principal risks and uncertainties facing the Academy are as follows:

Financial

The Academy has considerable reliance on continued Government funding through the ESFA. In the period, approximately 19.1% (2019: 24.5%) of the Academy's incoming resources was ultimately Government funded and 79.8% (2019: 73.1%) was in the form of top-up funding from the local authorities. Whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

Failures in governance and / or management

The risk in this area arises from the potential failure to effectively manage the Academy's finances, internal controls, compliance with regulations and legislation, statutory returns etc. The Governors continue to review and ensure appropriate measures are in place to mitigate these risks.

Reputational

The continuing success of the Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk, the Governors ensure that pupil success and achievement are closely monitored and reviewed.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Principal Risks and Uncertainties (continued)

Safeguarding and child protection

The Governors continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety procedures and behaviour management.

Staffing

The success of the Academy is reliant on the quality of its staff, so the Governors monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

Fraud and mismanagement of funds

The Academy has engaged its external auditors to perform a program of work aimed at checking and reviewing the financial systems and records as required by the Academies Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and to develop their skills in this area.

The Academy has continued to strengthen its risk management process throughout the period by improving the process and ensuring staff awareness. A Risk Register is maintained and reviewed and updated on a regular basis.

COVID-19

The Governors and Senior Leadership team continue to monitor the impact the pandemic is having on all stakeholders of the Academy. There is a risk to stakeholder wellbeing and pupil achievement progress. There are robust plans in place to mitigate these risks.

Risk Management

The Governors have implemented a system to assess risks that the Academy faces, especially in the operational areas (such as in relation to teaching, health & safety and school trips) and in relation to the control of finances. They have introduced systems, including operational procedures and internal financial controls to minimise risk. Where significant financial risk remains, they have ensured they have adequate insurance cover.

The Academy has an effective system of internal financial controls and this is explained in more detail in the Statement of Internal Control.

Financial and Risk Management Objectives and Policies

The Academy has agreed a Risk Management Strategy, a Risk Register, and a Risk Management Plan. These have been discussed by the Governors and include the financial risks to the Academy. The Risk Register and Risk Management Plan are constantly reviewed considering any new information and formally reviewed annually.

The Governors have assessed the major risks to which the Academy is exposed those relating to its finances, teaching, facilities and other operational areas. The Governors have implemented a number of systems to assess and minimise those risks, including internal controls. Where significant financial risk remains, the Governors have ensured the Academy has adequate insurance cover.

Whilst the Academy is currently oversubscribed, risks to revenue funding from a falling roll are small. However, the current freeze on the Governments overall education budget, changes in funding arrangements for special educational needs and the increasing employment and premises costs mean that budgets will be increasingly tight in coming years.

The Governors examine the financial health of the Academy formally every term, reviewing performance against budgets and overall expenditure by means of regular update reports at all full Governors and Finance and Resources Committee meetings.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Financial and Risk Management Objectives and Policies (continued)

At the balance sheet date, the Academy had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on the Academy's liquidity.

The Governors recognised that the Local Government Pension Scheme deficit represents a significant potential liability to the Academy. However, as the Governors consider the Academy can meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

Fundraising

The Academy did not carry out any direct fundraising activities in the year ending 31st August 2020. It is associated with Friends of Forest Bridge, registered charity number 1160245. No funds were received in the year ending 31st August 2020.

PLANS FOR FUTURE PERIODS

The Academy strives to continually improve levels of attainment for all pupils, equipping them with the qualifications, skills and character to follow their chosen pathway, whether it be into further and higher education or employment, as well as promoting the continued professional development of its staff.

The Academy's plans for the immediate future are detailed in the School Development Plan, key targets for the year include:

- To continue the robust management of our COVID 19 risk assessment to ensure we keep the FBS community as safe as possible.
- To endeavour to ensure staff, pupil and family well-being is supported during this unusual period of time whilst monitoring and maintaining attainment for all pupils.
To ensure the smooth takeover of the new building and a smooth transition for staff and pupils.
- To ensure the new school curriculum and assessment tool is implemented, monitored, and reviewed for effectiveness.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The Academy and its Governors do not act as Custodian Trustees of any other charity.

AUDITOR

In so far as the Governors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Governors 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 Governors' report, incorporating a strategic report, was approved by order of the Board of Governors, as the company directors, on 26/01/2021 and signed on its behalf by:



Linda Anker 26 Jan 2021 14:25:13 GMT (UTC +0)

.....
L Anker
Chair of Governors

FOREST BRIDGE SCHOOL LTD
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GOVERNANCE STATEMENT

Scope of responsibility

As Governors, we acknowledge we have overall responsibility for ensuring that Forest Bridge School Ltd 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 Governors, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Board of Governors 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 Forest Bridge School Ltd and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors, including all Committees, any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' report and in the Statement of Governors' responsibilities. The Board of Governors has formally met 7 times during the year.

Attendance during the year at meetings of the Board of Governors was as follows:

Governor	Meetings attended	Out of a possible
E Farnden	7	7
S McCormac	4	7
L Anker, Chair of Governors	6	7
N Stevens	5	7
R Ayling	6	6
K De Souza	5	7
R Jenkin	5	6
S Seymour	4	7
F Qadir	3	7
T Vikatos	2	7
G Sadd	4	7
J Randhawa	4	6
T Vostanis	0	0
S Walker	0	0

The Resources Committee is a sub Committee of the Governing Body. Its purpose is to provide guidance and assistance to the Governing Body on all matters related to finance, resources, premises and Health & Safety of the Academy. This includes preparing and approving annual budgets, monitoring financial performance against that budget, reviewing delegated authorities, ensuring all transactions are conducted in accordance with good practice as directed by the ESFA, to ensure best value is achieved in all financial transactions and to receive and (where relevant) respond to period audit reports on the Academy and of public funds. This committee also acts as the Academy's Audit Committee.

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
E Farnden	3	3
S McCormac	2	3
R Ayling	3	3
J Randhawa	2	3
G Sadd	3	3
T Vikatos	2	3

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Audit Committee is also a sub-committee of the main board of Governors. Its purpose is to ensure the Academy conforms to the requirements of the Academies Financial Handbook, to ensure annual financial statements are true and fair and conform to accounting standards, accounting policies are appropriate and applied consistently, to receive and review periodic external and internal audit reports, ensure adequate risk management processes are in place and to monitor and review the Academy's risk register and risk management procedures. The committee would normally meet 3 times per annum but 1 meeting was cancelled as a result of the pandemic

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
E Farnden	2	2
S McCormac	1	2
R Ayling	2	2
J Randhawa	1	2
G Sadd	2	2

Governance reviews

During the year, the academy trust has carried out an internal review of its governance arrangements and procedures, as a result the Governance structure and committee terms of reference are updated and approved annually. A skills audit was conducted, and recruitment of new governors and governor training was executed.

Review of value for money

As accounting officer, the Headteacher has responsibility for ensuring that the academy 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's use of its resources has provided good value for money during each academic year, and reports to the board of Governors where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the academy has delivered improved value for money during the year by:

- Implementation of a new finance system, which in turn speeds up efficiency of reporting and use of staff time
- Securing best value on PPE, face coverings and cleaning supplies during the pandemic through strong partnerships with local suppliers
- Encouraging all parents to support the school by more closely adhering to policies regarding child absence and illness
- Reviewing our Special Leave policy, ensuring all staff are informed and policy on paid and unpaid leave is followed

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 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 Forest Bridge School Ltd for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

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GOVERNANCE STATEMENT (CONTINUED)

Capacity to handle risk

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

The risk and control framework

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

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

The Board of Governors has decided not to appoint an internal auditor. However, the Governors have appointed James Cowper Kreston, the external auditors, to perform additional checks.

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

- Internal assurance focused on the school's income.

On an annual basis, the reviewer reports to the board of Governors through the audit committee on the operation of the systems of control and on the discharge of the Governors' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The reviewer has delivered their schedule of work as planned, provided details of their findings, which have been reviewed by the Board of Governors and where appropriate plans to improve systems are being put in place.

From the 1st September 2020 the Trust has reviewed the performance of the internal control role, as a change in the FRC Ethical Standard for auditors has meant that where a firm providing external audit to an entity shall not also provide internal audit services to it. As a result of this, the Trust has appointed Bishop Fleming to fulfil this role for the 2020/21 financial year.

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

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:

- on discharge of the Board of Governors financial decisions to help the committee consider actions and assess year on year progress
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the Board of Governors and signed on their behalf by:



Linda Anker 26 Jan 2021 14:25:13 GMT (UTC +0)

L Anker

Chair of Governors

Date: 26/01/2021



Elizabeth Farnden 28 Jan 2021 07:29:34 GMT (UTC +0)

E Farnden

Accounting Officer

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Forest Bridge School Ltd I have considered my responsibility to notify the academy Board of Governors 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, under the funding agreement in place between the academy 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 Board of Governors are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy'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 Governors and ESFA.



Elizabeth Farnden 28 Jan 2021 07:29:34 GMT (UTC +0)

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E Farnden

Accounting Officer

Date: 26.01.2021

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

STATEMENT OF GOVERNORS' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

The Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Governors' report and the financial statements in accordance with the Academies Accounts Direction 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 Governors to prepare financial statements for each financial . Under company law, the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Governors are required to:

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

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

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

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

Approved by order of the members of the Board of Governors and signed on its behalf by:



Linda Anker 26 Jan 2021 14:25:13 GMT (UTC +0)

.....
L Anker

Chair of Governors

Date: 26/01/2021

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF FOREST BRIDGE SCHOOL LTD

Opinion

We have audited the financial statements of Forest Bridge School Ltd (the 'academy') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy'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; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Governors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the academy's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF FOREST BRIDGE SCHOOL LTD (CONTINUED)

Other information

The Governors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Other information includes the Reference and administrative details, the Governors' report including the Strategic report, and the Governance statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' Report including the 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 financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF FOREST BRIDGE SCHOOL LTD (CONTINUED)

Responsibilities of trustees

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

In preparing the financial statements, the Governors are responsible for assessing the academy'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 Governors either intend to liquidate the academy or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' 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 financial statements.

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

Use of our report

This report is made solely to the academy'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 academy's members those matters we are required to state to them in an Auditors' 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 academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Darren O'Connor BSc (Hons) FCCA ACA (Senior statutory auditor)

for and on behalf of

James Cowper Kreston

Chartered Accountants

Reading Bridge House

George Street

Reading

Berkshire

RG1 8LS

Date: 28 January 2021

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO FOREST BRIDGE SCHOOL LTD AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 5 October 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 Forest Bridge School Ltd during the year 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 Forest Bridge School Ltd and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Forest Bridge School Ltd 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 Forest Bridge School Ltd and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Forest Bridge School Ltd's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Forest Bridge School Ltd's funding agreement with the Secretary of State for Education dated 12 March 2015 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 year 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's income and expenditure.

Specific work undertaken to draw our conclusion includes:

- reviewing the minutes of the meetings of the Board of Trustees and other evidence made available to us relevant to our consideration of regularity;
- testing of a sample of payroll payments to staff;
- testing of a sample of payments to suppliers and other third parties;
- testing of a sample of grants received and other income streams;

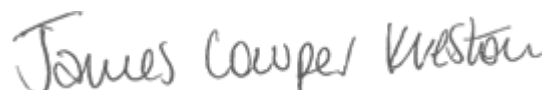
We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO FOREST
BRIDGE SCHOOL LTD AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 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.



James Cowper Kreston
Chartered Accountants

Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

Date: 28 January 2021

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants	3	10,510	-	6,160	16,670	50,991
Charitable activities	4	-	3,265,698	-	3,265,698	2,621,944
Other trading activities	5	5,234	-	-	5,234	3,500
Investments	6	199	-	-	199	77
Total income		15,943	3,265,698	6,160	3,287,801	2,676,512
Expenditure on:						
Charitable activities		-	3,406,510	36,550	3,443,060	2,742,806
Total expenditure		-	3,406,510	36,550	3,443,060	2,742,806
Net income/(expenditure)		15,943	(140,812)	(30,390)	(155,259)	(66,294)
Transfers between funds	16	-	(11,047)	11,047	-	-
Net movement in funds before other recognised gains/(losses)		15,943	(151,859)	(19,343)	(155,259)	(66,294)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	22	-	(447,000)	-	(447,000)	(224,000)
Net movement in funds		15,943	(598,859)	(19,343)	(602,259)	(290,294)
Reconciliation of funds:						
Total funds brought forward		34,499	(634,243)	137,691	(462,053)	(171,759)
Net movement in funds		15,943	(598,859)	(19,343)	(602,259)	(290,294)
Total funds carried forward		50,442	(1,233,102)	118,348	(1,064,312)	(462,053)

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 26 to 46 form part of these financial statements.

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)
REGISTERED NUMBER: 08872579

BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	13	109,031	134,534
Current assets			
Debtors	14	631,612	274,513
Cash at bank and in hand		750,857	300
		1,382,469	274,813
Creditors: amounts falling due within one year	15	(1,144,812)	(179,400)
Net current assets		237,657	95,413
Total assets less current liabilities			
		346,688	229,947
Defined benefit pension scheme liability	22	(1,411,000)	(692,000)
Total net liabilities		(1,064,312)	(462,053)
Funds of the academy			
Restricted funds:			
Fixed asset funds	16	118,348	137,691
Restricted income funds	16	177,898	57,757
		296,246	195,448
Restricted funds excluding pension asset	16	296,246	195,448
Pension reserve	16	(1,411,000)	(692,000)
Total restricted funds	16	(1,114,754)	(496,552)
Unrestricted income funds	16	50,442	34,499
Total funds		(1,064,312)	(462,053)

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements on pages 23 to 46 were approved and authorised for issue by the Governors and are signed on their behalf, by:



Linda Anker 26 Jan 2021 14:25:13 GMT (UTC +0)

L Anker

Chair of Governors

Date: 26/01/2021

The notes on pages 26 to 46 form part of these financial statements.

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	18	774,666	(130,137)
Cash flows from investing activities			
	19	(4,887)	18,162
Change in cash and cash equivalents in the year			
		769,779	(111,975)
Cash and cash equivalents at the beginning of the year		(18,922)	93,053
Cash and cash equivalents at the end of the year	20, 21	750,857	(18,922)

The notes on pages 26 to 46 form part of these financial statements

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the academy, which is a public benefit entity under FRS 102, have been prepared under the historic 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.

Forest Bridge School Ltd meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

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

The balance sheet shows a net deficit of £1,064,312, however this includes the fixed assets of £109,031 and the defined benefit pension scheme liability of £1,411,000. Once these are excluded the Trust shows a net current asset position of £237,657 (2019: £95,413). The Governors have commented on going concern within the governors' report and have concluded that the accounts should be prepared on a going concern basis.

1.3 Fund accounting

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

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

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

1.4 Taxation

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

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.5 Income

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

• **Grants**

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

General Annual Grant is recognised in full in the Statement of financial activities in the year for which it is receivable and any abatement in respect of the year 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.

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

• **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.

1.6 Expenditure

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

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.7 Tangible fixed assets

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

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

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

Depreciation is provided on the following bases:

Short-term leasehold property	- 3 years straight line
Furniture and fixtures	- 10% straight line
Computer equipment	- 25% straight line

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.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 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 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.

FOREST BRIDGE SCHOOL LTD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.11 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

1.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

1.13 Pensions

The academy operates a defined contribution pension scheme and the pension charge represents the amounts payable by the academy to the fund in respect of the year.

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

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

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

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

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2. Critical accounting estimates and areas of judgment

Estimates and judgments 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.

Local Government Pension Scheme

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 22, 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.

Depreciation

Tangible fixed assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Residual value assessments consider issues such as the remaining life of the asset and projected disposal values.

3. Income from donations and capital grants

	Unrestricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Donations	10,510	-	10,510	9,189
Capital grants	-	6,160	6,160	41,802
	<u>10,510</u>	<u>6,160</u>	<u>16,670</u>	<u>50,991</u>
Total 2019	<u>9,189</u>	<u>41,802</u>	<u>50,991</u>	

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4. Funding for the academy's educational operations

	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
DfE/ESFA grants			
General Annual Grant (GAG)	600,788	600,788	606,856
Start up Grant	-	-	9,287
Other DfE/ESFA Group grants	28,661	28,661	39,007
	<hr/>	<hr/>	
	629,449	629,449	655,150
Other Government grants			
Local Authority	2,622,060	2,622,060	1,955,858
	<hr/>	<hr/>	
	2,622,060	2,622,060	1,955,858
Other income			
Other income from educational activities	14,189	14,189	10,936
	<hr/>	<hr/>	
	14,189	14,189	10,936
	<hr/>	<hr/>	
	3,265,698	3,265,698	2,621,944
	<hr/> <hr/>	<hr/> <hr/>	
Total 2019	<hr/> <hr/>	<hr/> <hr/>	
	2,621,944	2,621,944	
	<hr/> <hr/>	<hr/> <hr/>	

5. Income from other trading activities

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Letting income	5,234	5,234	3,500
	<hr/>	<hr/>	
Total 2019	<hr/> <hr/>	<hr/> <hr/>	
	3,500	3,500	
	<hr/> <hr/>	<hr/> <hr/>	

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NOTES TO THE FINANCIAL STATEMENTS
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6. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Investment income	199	199	77
Total 2019	77	77	

7. Expenditure

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £	Total 2019 £
Academy's educational operations:					
Direct costs	666,988	-	124,588	791,576	654,761
Support costs	2,294,431	71,830	285,223	2,651,484	2,088,045
	<u>2,961,419</u>	<u>71,830</u>	<u>409,811</u>	<u>3,443,060</u>	<u>2,742,806</u>
Total 2019	<u>2,377,625</u>	<u>68,083</u>	<u>297,098</u>	<u>2,742,806</u>	

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8. Analysis of expenditure by activities

	Direct costs 2020 £	Support costs 2020 £	Total funds 2020 £	Total funds 2019 £
Charitable activities	791,576	2,651,484	3,443,060	2,742,806
Total 2019	654,761	2,088,045	2,742,806	

Analysis of support costs

	Total funds 2020 £	Total funds 2019 £
Staff costs	2,294,431	1,837,952
Depreciation	36,550	42,097
Technology costs	38,862	23,886
Premises costs	66,630	58,807
Premises maintenance	7,735	9,276
Transport costs	18,305	10,920
Recruitment and support costs	1,214	16,169
Bank interest and charges	2,952	695
Catering costs	8,466	14,863
Other support costs	153,474	54,664
Governance costs	22,865	18,716
	2,651,484	2,088,045

During the year, expenditure on personal protective equipment of £19,604 was included in Other support costs.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2020	2019
	£	£
Depreciation of tangible fixed assets	36,550	46,114
Fees paid to auditors for:		
- audit	7,310	7,100
- other services	4,825	5,865
	<u><u> </u></u>	<u><u> </u></u>

10. Staff

a. Staff costs

Staff costs during the year were as follows:

	2020	2019
	£	£
Wages and salaries	1,849,725	1,445,525
Social security costs	152,665	126,460
Pension costs	546,695	327,211
	<u> </u>	<u> </u>
	2,549,085	1,899,196
Agency staff costs	412,334	473,119
Staff restructuring costs	-	5,310
	<u> </u>	<u> </u>
	2,961,419	2,377,625
	<u><u> </u></u>	<u><u> </u></u>

Staff restructuring costs comprise:

	2020	2019
	£	£
Severance payments	-	5,310
	<u> </u>	<u> </u>
	-	5,310
	<u><u> </u></u>	<u><u> </u></u>

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NOTES TO THE FINANCIAL STATEMENTS
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10. Staff (continued)

b. Staff numbers

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

	2020	2019
	No.	No.
Teachers	8	8
Educational support	59	45
Administration and support	5	5
Management	7	3
	79	61

c. Higher paid staff

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

	2020	2019
	No.	No.
In the band £80,001 - £90,000	1	1

d. Key management personnel

The key management personnel of the academy comprise the Governors and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy was £456,770 (2019: £462,660).

11. Governors' remuneration

One or more Governors has been paid remuneration or has received other benefits from an employment with the academy. The principal and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Governors' remuneration and other benefits was as follows:

		2020	2019
		£	£
E Farnden	Remuneration	90,000 - 95,000	85,000 - 90,000
	Pension contributions paid	5,000 - 10,000	0 - 5,000
S Seymour	Remuneration	35,000 - 40,000	30,000 - 35,000
	Pension contributions paid	0 - 5,000	0 - 5,000

During the year ended 31 August 2020, no Governor expenses have been incurred (2019 - £NIL).

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12. Governors' and Officers' insurance

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

13. Tangible fixed assets

	Leasehold property £	Furniture and fixtures £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2019	99,416	118,451	114,144	332,011
Additions	-	2,989	8,058	11,047
At 31 August 2020	<u>99,416</u>	<u>121,440</u>	<u>122,202</u>	<u>343,058</u>
Depreciation				
At 1 September 2019	97,143	30,794	69,540	197,477
Charge for the year	1,529	12,067	22,954	36,550
At 31 August 2020	<u>98,672</u>	<u>42,861</u>	<u>92,494</u>	<u>234,027</u>
Net book value				
At 31 August 2020	<u>744</u>	<u>78,579</u>	<u>29,708</u>	<u>109,031</u>
At 31 August 2019	<u>2,273</u>	<u>87,657</u>	<u>44,604</u>	<u>134,534</u>

14. Debtors

	2020 £	2019 £
Trade debtors	571,234	191,251
VAT recoverable	49,210	72,263
Other debtors	-	686
Prepayments and accrued income	11,168	10,313
	<u>631,612</u>	<u>274,513</u>

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15. Creditors: Amounts falling due within one year

	2020	2019
	£	£
Bank overdrafts	-	19,222
Trade creditors	76,857	72,417
Other taxation and social security	41,342	66,625
Other creditors	5,235	11,180
Accruals and deferred income	1,021,378	9,956
	<u>1,144,812</u>	<u>179,400</u>
	<u>2020</u>	<u>2019</u>
	£	£
Deferred income at 1 September 2019	-	358,521
Resources deferred during the year	960,915	-
Amounts released from previous periods	-	(358,521)
	<u>960,915</u>	<u>-</u>

The 2020 deferred income represents grants from Local Authorities relating to the 2020/21 academic year.

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**NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
General funds	34,499	15,943	-	-	-	50,442
Restricted general funds						
GAG	57,757	600,788	(469,600)	(11,047)	-	177,898
Other DFE/ ESFA grants	-	28,661	(28,661)	-	-	-
Local authority	-	2,622,060	(2,622,060)	-	-	-
Other	-	14,189	(14,189)	-	-	-
Pension reserve	(692,000)	-	(272,000)	-	(447,000)	(1,411,000)
	<u>(634,243)</u>	<u>3,265,698</u>	<u>(3,406,510)</u>	<u>(11,047)</u>	<u>(447,000)</u>	<u>(1,233,102)</u>
Restricted fixed asset funds						
DFE capital grants	137,691	6,160	(36,550)	11,047	-	118,348
Total Restricted funds	<u>(496,552)</u>	<u>3,271,858</u>	<u>(3,443,060)</u>	<u>-</u>	<u>(447,000)</u>	<u>(1,114,754)</u>
Total funds	<u><u>(462,053)</u></u>	<u><u>3,287,801</u></u>	<u><u>(3,443,060)</u></u>	<u><u>-</u></u>	<u><u>(447,000)</u></u>	<u><u>(1,064,312)</u></u>

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

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the academy via the Education & Skills Funding Agency by the Department for Education. The General Annual Grant fund has been set up because the GAG must be used for normal running costs of the academy.

Local authority income represents amounts received as top-up funding for pupils.

The Local Government Pension Scheme deficit fund has been created to separately identify the pension deficit and through which all the pension scheme movements are recognised. The pension liability has not crystallised and the trustees do not need to designate any of their existing funds to meet future pension commitments. Parliament, at the request of the Secretary of State for Education, has guaranteed 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.

Capital grants represent amounts received from the ESFA for the use of purchasing fixtures and fitting for the academy.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

16. Statement of funds (continued)

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds						
General funds	21,733	12,766	-	-	-	34,499
	<u>21,733</u>	<u>12,766</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>34,499</u>
Restricted general funds						
GAG	(21,406)	606,856	(542,282)	14,589	-	57,757
Other DFE/ ESFA grants	-	48,294	(48,294)	-	-	-
Local authority	-	1,955,858	(1,955,858)	-	-	-
Other	-	10,936	(10,936)	-	-	-
Pension reserve	(325,000)	-	(143,000)	-	(224,000)	(692,000)
	<u>(346,406)</u>	<u>2,621,944</u>	<u>(2,700,370)</u>	<u>14,589</u>	<u>(224,000)</u>	<u>(634,243)</u>
Restricted fixed asset funds						
DFE capital grants	152,914	41,802	(42,436)	(14,589)	-	137,691
	<u>152,914</u>	<u>41,802</u>	<u>(42,436)</u>	<u>(14,589)</u>	<u>-</u>	<u>137,691</u>
Total Restricted funds	<u>(193,492)</u>	<u>2,663,746</u>	<u>(2,742,806)</u>	<u>-</u>	<u>(224,000)</u>	<u>(496,552)</u>
Total funds	<u><u>(171,759)</u></u>	<u><u>2,676,512</u></u>	<u><u>(2,742,806)</u></u>	<u><u>-</u></u>	<u><u>(224,000)</u></u>	<u><u>(462,053)</u></u>

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17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	109,031	109,031
Current assets	50,442	1,322,710	9,317	1,382,469
Creditors due within one year	-	(1,144,812)	-	(1,144,812)
Provisions for liabilities and charges	-	(1,411,000)	-	(1,411,000)
Total	<u>50,442</u>	<u>(1,233,102)</u>	<u>118,348</u>	<u>(1,064,312)</u>

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	134,534	134,534
Current assets	34,499	237,157	3,157	274,813
Creditors due within one year	-	(179,400)	-	(179,400)
Provisions for liabilities and charges	-	(692,000)	-	(692,000)
Total	<u>34,499</u>	<u>(634,243)</u>	<u>137,691</u>	<u>(462,053)</u>

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18. Reconciliation of net expenditure to net cash flow from operating activities

	2020 £	2019 £
Net expenditure for the period (as per Statement of financial activities)	(155,259)	(66,294)
Adjustments for:		
Depreciation	36,550	42,097
Capital grants from DfE and other capital income	(6,160)	(41,802)
Interest receivable	-	(77)
Defined benefit pension scheme cost less contributions payable	260,000	136,000
Defined benefit pension scheme finance cost	12,000	7,000
(Increase)/decrease in debtors	(357,099)	45,633
Increase/(decrease) in creditors	984,634	(252,694)
Net cash provided by/(used in) operating activities	774,666	(130,137)

19. Cash flows from investing activities

	2020 £	2019 £
Dividends, interest and rents from investments	-	77
Purchase of tangible fixed assets	(11,047)	(23,717)
Capital grants from DfE Group	6,160	41,802
Net cash (used in)/provided by investing activities	(4,887)	18,162

20. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	750,857	300
Overdraft facility	-	(19,222)
Total cash and cash equivalents	750,857	(18,922)

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**NOTES TO THE FINANCIAL STATEMENTS
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21. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	300	750,557	750,857
Bank overdrafts	(19,222)	19,222	-
Debt due within 1 year	(5,500)	5,500	-
	<u>(24,422)</u>	<u>775,279</u>	<u>750,857</u>

22. Pension commitments

The academy'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 The Royal County of Berkshire Pension Fund. Both are multi-employer defined benefit schemes.

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

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time 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.

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NOTES TO THE FINANCIAL STATEMENTS
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22. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £68,379 (2019 - £44,561).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £246,000 (2019 - £183,000), of which employer's contributions totalled £189,000 (2019 - £139,000) and employees' contributions totalled £ 57,000 (2019 - £44,000). The agreed contribution rates for future years are 20.6 to 21.6 per cent for employers and 5.5 to 12.5 per cent for employees.

As described in note the LGPS obligation relates to the employees of the academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy at the balance sheet date.

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.

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22. Pension commitments (continued)

Principal actuarial assumptions

	2020	2019
	%	%
Rate of increase in salaries	3.20	3.65
Rate of increase for pensions in payment/inflation	2.20	2.15
Discount rate for scheme liabilities	1.65	1.90

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

	2020	2019
	Years	Years
Retiring today		
Males	21.5	22.1
Females	24.1	24.0
Retiring in 20 years		
Males	22.9	23.7
Females	25.5	25.8

Share of scheme assets

The academy's share of the assets in the scheme was:

	2020	2019
	£	£
Equities	373,000	338,000
Corporate bonds	83,000	89,000
Property	90,000	77,000
Cash and other liquid assets	60,000	48,000
Other	31,000	58,000
Total market value of assets	637,000	610,000

The actual return on scheme assets was £31,000 (2019 - £29,000).

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22. Pension commitments (continued)

The amounts recognised in the Statement of Financial Activities are as follows:

	2020 £	2019 £
Current service cost	(449,000)	(275,000)
Interest income	14,000	13,000
Interest cost	(25,000)	(20,000)
Administrative expenses	(1,000)	-
Total amount recognised in the Statement of Financial Activities	(461,000)	(282,000)

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

	2020 £	2019 £
At 1 September	1,302,000	685,000
Current service cost	449,000	275,000
Interest cost	25,000	20,000
Employee contributions	57,000	44,000
Actuarial losses	224,000	240,000
Benefits paid	(9,000)	38,000
At 31 August	2,048,000	1,302,000

Changes in the fair value of the academy's share of scheme assets were as follows:

	2020 £	2019 £
At 1 September	610,000	360,000
Expected return on assets	14,000	13,000
Actuarial (losses)/gains	(223,000)	16,000
Employer contributions	189,000	139,000
Employee contributions	57,000	44,000
Benefits paid	(9,000)	38,000
Administration expenses	(1,000)	-
At 31 August	637,000	610,000

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23. Operating lease commitments

At 31 August 2020 the academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020	2019
	£	£
Not later than 1 year	1,114	6,317
Later than 1 year and not later than 5 years	-	1,114
	<u>1,114</u>	<u>7,431</u>

24. Members' liability

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

25. Related party transactions

Owing to the nature of the academy and the composition of the Board of Governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the governors have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the requirements of the academy'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 governors' remuneration and expenses already disclosed in note 11.

26. Controlling party

The ultimate controlling party is that of its governors as detailed on page 1 of the financial statements.

27. Contingent liabilities

There are no contingent liabilities that require disclosure in the financial statements.